

Emerging Professional Voices Nominee Review Rubric

Criteria	1: Unsatisfactory	2: Basic	3: Proficient	4: Advanced	5: Distinguished
A. Nominee statement: Vision of nursing leadership. (Nominator, please work with the Nominee to get their statement for submission)	<i>Vision is absent and/or is not written by the nominee</i>	<i>Vision statement is unclear, difficult to follow or understand; inadequate writing skills</i>	<i>Vision statement is clear but missing key information and lacks examples/anecdotes</i>	<i>Vision statement is clear but lacks examples/anecdotes; content reflective of core values and vision</i>	<i>Vision stated clearly and demonstrated through examples/anecdotes; creates an articulate image; describes vision with specificity and authenticity of shaping culture</i>
B. Nominee statement: Response to significant challenge faced within the past 5 years. (Nominator, please work with the Nominee to get their statement for submission)	<i>Response is absent</i>	<i>Response provided; lacks supporting rationale and detail as to significance or how it was overcome</i>	<i>Response provided; supporting rationale given; outcome missing (re: response)</i>	<i>Response provided; all elements are present; lacks qualitative or subjective detail or awareness of own thinking and how this may influence self/others' actions</i>	<i>Comprehensive response provided; Qualitative/subjective detail of how the nominee overcame the challenge</i>
C. Nominee's approach to achieving a goal within the past 5 years	<i>No goals provided</i>	<i>Goals are unclear, lack elaboration and key elements and action plan</i>	<i>Goals set but lack one or more metrics, time frame or outcome in statement</i>	<i>Goals set and structured but lack passion or drive, rooted in the meaning and motivation behind their work.</i>	<i>Purpose, goals and success measures clearly outlined and support nominee's desire to serve as a passionate leader, contributing toward the reduction of health care disparities</i>
D. How nominee drove results/outcomes within the past 5 years	<i>No clearly stated results/outcome</i>	<i>The nominee had little influence on the outcome</i>	<i>Results are loosely described but not detailed concretely. If the outcome can be measured, metrics are not shared.</i>	<i>The nominee contributed to the improved outcomes/results. If the outcome can be measured, metrics are shared.</i>	<i>The nominee had a direct leadership role/responsibility for the change. If the outcome can be measured, metrics are shared.</i>
E. Example of nominee innovating in their role and/or promoting a culture of innovation in their organization within the past 5 years. (Innovation does not have to be something that has never been done before, but should be done in a new way, and can be demonstrated through individual work or as part of a group/team.)	<i>Innovation is absent</i>	<i>Vague reference to innovation</i>	<i>Innovation described; lacks appropriate detail</i>	<i>Innovation described but not linked to success factor</i>	<i>Explicitly explains how innovation in role and/or promoting culture of innovation within organization will ensure a greater level of success. If outcomes can be measured, metrics are shared.</i>
F. Example of how the nominee has demonstrated influence within the past 5 years. Describe the outcomes and provide metrics if available. (Does not need to be in a formal leadership capacity, can be in a peer-to-peer or "influencing up" capacity. Examples include leading organizational committees, influencing research, engaging staff, publishing and community engagement.)	<i>Influence is absent</i>	<i>Vague reference to influence</i>	<i>Influence described; lacks appropriate detail</i>	<i>Influence described but not linked to success factor</i>	<i>Explicitly explains how influence will ensure a greater level of success. If outcomes can be measured, metrics are shared.</i>
G. Example of how the nominee has created a healthy environment through the promotion of reduced health care disparities, professional accountability, respect and support in their practice within the past 5 years. (Healthy environments allow all team members to feel accepted and respected.)	<i>Healthy environment is absent</i>	<i>Vague reference to healthy environment</i>	<i>Healthy environment described; lacks appropriate detail</i>	<i>Healthy environment described but not linked to success factor</i>	<i>Explicitly explains how a healthy environment, inclusive of improving health care disparities, will ensure a greater level of success. If outcomes can be measured, metrics are shared.</i>